

Policy

Policy # 3.02.30

Effective Date: 6/26/02

Revised: 5/26/10

<p><i>(Impact Area - Dept Name)</i></p> <p>Employees</p>	<p><i>(General Subject Area)</i></p> <p>Conditions of Employment</p>	<p><i>(Specific Subject Area)</i></p> <p>Remediation of Tenured Faculty</p>
<p>Relates to Procedure # 3.02.30</p>	<p>Impact:</p>	
<p>Legal Citation (if any):</p>		
<p><i>North Idaho College</i></p>		

Policy Narrative

[Page 1 of 1]

North Idaho College supports methods to improve the performance of faculty members. If a tenured faculty member is identified by the Vice President for Instruction (VPI) as being ineffective in satisfying contractual obligations as specified in the Teaching Focus policy, either through formal or informal evaluation procedures, a formal remediation process may be initiated by the VPI and implemented pursuant to the Remediation Procedure.

If at the conclusion of a formal remediation period the VPI determines that the faculty member has successfully completed the remediation process, the VPI shall close the process according to procedure. However, if at the conclusion of the remediation plan the VPI determines in his/her discretion that the faculty member has not successfully accomplished the outlined goals of the formal remediation plan, the VPI may extend the term of the remediation plan or recommend termination of employment for cause, as defined by the Faculty Termination policy and procedure.